

UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF OKLAHOMA

FILED

MAR 18 2015

Phil Lombardi, Clerk
U.S. DISTRICT COURT

I John William Ford
Plaintiff(s)

vs.

Case Number: 564-2014-00812

II Northeastern State University
Defendant(s)

15 CV - 136 GKF - FHM

COMPLAINT - EEOC

Comes now the Plaintiff, John William Ford and for his/her
claim against the Defendant(s), Northeastern State University
states and alleges as follows:

1. This action is brought and jurisdiction lies pursuant to 42 U.S.C. §2000e-5. Venue is proper in this District.

2. Plaintiff is a(n) Black Male who resides at
(Race) (Sex)

11322 E 6th Street Tulsa, OK 74128
(Complete address)

3. The Defendant Northeastern State University is an employer,
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at
601 North Grand Avenue, Tahlequah, OK, 74464

(Note: 3a-3f to be used if there is more than one defendant.)

3a. The Defendant _____ is an employer,
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

3b. The Defendant _____ is an employer,
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

3c. The Defendant _____ is an employer,
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

3d. The Defendant _____ is an employer,
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

ITP, 08summons

3e. The Defendant _____ is an employer, employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at _____

3f. The Defendant _____ is an employer, employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at _____

4. On or about _____, _____, defendant(s)
(Month/day) (Year)

(Specify the unlawful employment practices which you are alleging against the defendant(s), such as: refusal to hire, discharge from employment, harassment in employment, etc.)

Harassment while employed with Northeastern State University, retaliation after an discrimination grievance was filed.

because of (state why defendant(s) discriminated against you, i.e. race, color religion, sex or national origin, etc.)

Limited employment opportunities due to retaliation from filing grievance while employed with NSU and the EEOC claim.

5. Plaintiff timely filed a written complaint of discrimination with the Equal Employment Opportunity Commission (EEOC) and received a right to sue letter, a copy of which is attached. All conditions precedent to the institution of this lawsuit have been fulfilled.

Wherefore, Plaintiff prays for (state what relief is sought) An opportunity to secure some legal counsel to represent me.

and such other relief as the Court would allow under Title VII of the Civil Rights Act of 1964.

Signature [Signature]

Address 11322 E 6th Street

City Tulsa

Telephone 918-269-7404

State OK

ZIP 74128

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **John W. Ford**
11322 E. 6th Street
Tulsa, OK 74128

From: **Oklahoma City Area Office**
215 Dean A. McGee Avenue
Suite 524
Oklahoma City, OK 73102



On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

564-2014-00812

Kathy A. Nusz,
Investigator

(405) 231-5827

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Kathy A. Nusz

Holly Waldron Cole
 Area Office Director

December 18, 2014

(Date Mailed)

Enclosures(s)

cc: **NORTHEASTERN STATE UNIVERSITY**
Dr. Martha Albin, Director
Office of Human Resources
601 North Grand Avenue
Tahlequah, OK 74464